



Virginia Law Officers' Retirement System Overview House Joint Resolution 34

September 8, 2004



Article X, § 11, CONSTITUTION OF VIRGINIA

- The General Assembly shall maintain a retirement system for state employees and employees of participating political subdivisions and school divisions. The funds of the retirement system shall be segregated from all other funds of the Commonwealth, and shall be invested and administered solely in the interests of the members and beneficiaries thereof. Neither the General Assembly nor any public officer, employee, or agency shall use or authorize the use of such trust funds for any purpose other than as provided in law for benefits, refunds, and administrative expenses, including, but not limited to legislative oversight of the retirement system. Such trust funds shall be invested as authorized by law. Retirement system benefits shall be funded using methods which are consistent with generally accepted actuarial principles. The retirement system shall be subject to restrictions, terms, and conditions as may be prescribed by the General Assembly.



Membership in VaLORS

Agency	Active Members	Retired Members
Campus Police	423	78
Department of Corrections	8061	780
Department of State Police	59	7
Marine Resources Commission	62	11
Department of Game and Inland Fisheries	169	21
Department of Juvenile Justice	777	59
Division of Capitol Police	77	9
Alcohol Beverage Control Board	127	35
TOTAL	9,755	1,000



Benefits Administered by the VRS

- Virginia Retirement System (VRS)
 - State employees, teachers, employees of political subdivisions
- **Virginia Law Officers' Retirement System (VaLORS)**
 - **Certain designated state law enforcement officers**
- State Police Officers' Retirement System (SPORS)
 - State troopers
- Judicial Retirement System (JRS)
 - State judges and Commissioners of the State Corporation Commission and the Virginia Workers' Compensation Commission



Special Benefits for Local Law Enforcement Officers and Firefighters

LEOS/FIRE

- VRS participants with benefits equivalent to SPORS
- All sheriffs have LEOS coverage, but not deputies
- Local option for police, including deputy sheriffs, and firefighters, and for regional jail officers and superintendents



Retirement Eligibility

Retirement Plan	Reduced Retirement	Unreduced Retirement
VRS	Age 55 with 5 years Age 50 with 10 years	Age 50 with 30 years Age 65 with 5 years
VaLORS	Age 50 with 5 years	Age 50 with 25 years Age 60 with 5 years
SPORS (and VRS members eligible for special benefits LEOS/FIRE)	Age 50 with 5 years	Age 50 with 25 years Age 60 with 5 years
JRS	Age 55 with 5 years	Age 60 with 30 years Age 65 with 5 years

Retirement Benefit Formula



Retirement Plan	Benefit Formula	
VRS	$1.7\% \times \text{AFC} \times \text{SVC}$	Some law enforcement and fire have SPORS equivalent benefits
VaLORS	$2.0\% \times \text{AFC} \times \text{SVC}$	Some members grandfathered under SPORS equivalent benefits
SPORS (and VRS members eligible for special benefits LEOS/FIRE)	$1.7\% \times \text{AFC} \times \text{SVC}$	Supplement of \$851 a month until eligible for unreduced SS benefit
JRS	$1.7\% \times \text{AFC} \times \text{SVC}$	Service weighted by 2.5 or 3.5

Group Life Insurance Benefits



- Two times salary rounded to the next thousand for natural death
- Additional two times salary rounded to the next thousand for accidental death
- Additional benefit for felonious assault
- Additional benefit if accidental death while wearing seat belt

Group Life Insurance Benefits



- Repatriation benefit
- Dismemberment benefit
- Optional life insurance for members and dependents is available
- After retirement, group life insurance benefits reduced by 25% per year until the benefit equals 25% of face amount at retirement



Health Insurance Credit

- Member must have at least 15 years of service to qualify
- VaLORS members receive \$4 per year of service per month up to \$120 per month

Virginia Sickness and Disability Program



- Required for new state employees
- Some state employees grandfathered under previous sick leave and disability retirement provisions
- Short-term disability benefit for 180 days ranging from 100% to 60% of pay

Virginia Sickness and Disability Program



- Long-term disability benefit after 180 days of 60% of pay until age 65
- Sick leave for periods of non-disability
- Long-term care benefits
- Return-to-work incentives
- Provides for catastrophic/chronic conditions



Inflation Protection

- Retirement benefits payable under all of the defined benefit retirement plans (VRS, VaLORS, SPORS, and JRS) are adjusted annually based upon increases in the Consumer Price Index
- Long-term disability benefits payable under VSDP adjusted annually based upon increases the Consumer Price Index
- SPORS/LEOS/FIRE supplement adjusted every two years based upon increases in Social Security benefits



Line of Duty Benefits

- Disability from a cause compensable under the Workers' Compensation Act (Non-VSDP)
 - Enhanced disability retirement benefit
 - Unreduced life insurance until age 65
 - Refund of contributions and interest
 - Health insurance at state expense for dependents (administered by DHRM) if in a public safety position



Line of Duty Benefits

- Disability from a cause compensable under the Workers' Compensation Act (VSDP)
 - Enhanced short-term disability benefit
 - Unreduced life insurance until age 65
 - Health insurance at state expense for dependents (administered by DHRM) if in a public safety position



Line of Duty Benefits

- Death from a cause compensable under the Workers' Compensation Act
 - Enhanced retirement benefit for survivor
 - Refund of contributions and interest
 - Lump sum payment to survivor if in a public safety position (Administered by the DOA)
 - Health insurance at state expense for dependents (administered by DHRM) if in a public safety position
 - Additional insurance if resulting from a felonious assault or an accident



Contribution Rates

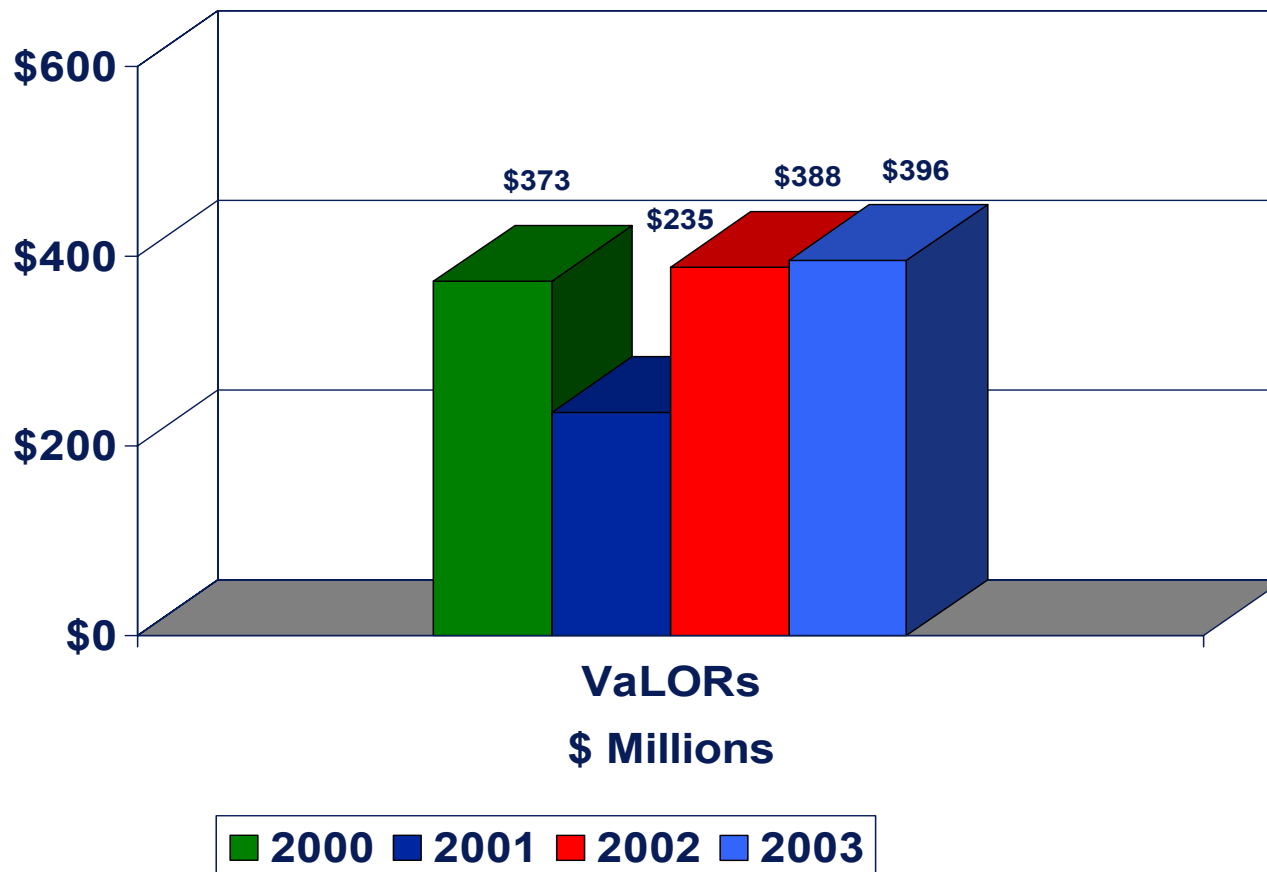
Current employer contribution rates versus contribution rates certified by the VRS Board of Trustees:

VaLORS

	VRS Board Certified Rates	Appropriations Act
Retirement	25.00%	16.99%
Health Insurance Credit	1.19%	1.04%
VSDP	2.11%	1.65%
Group Life Insurance	1.14%	-0-

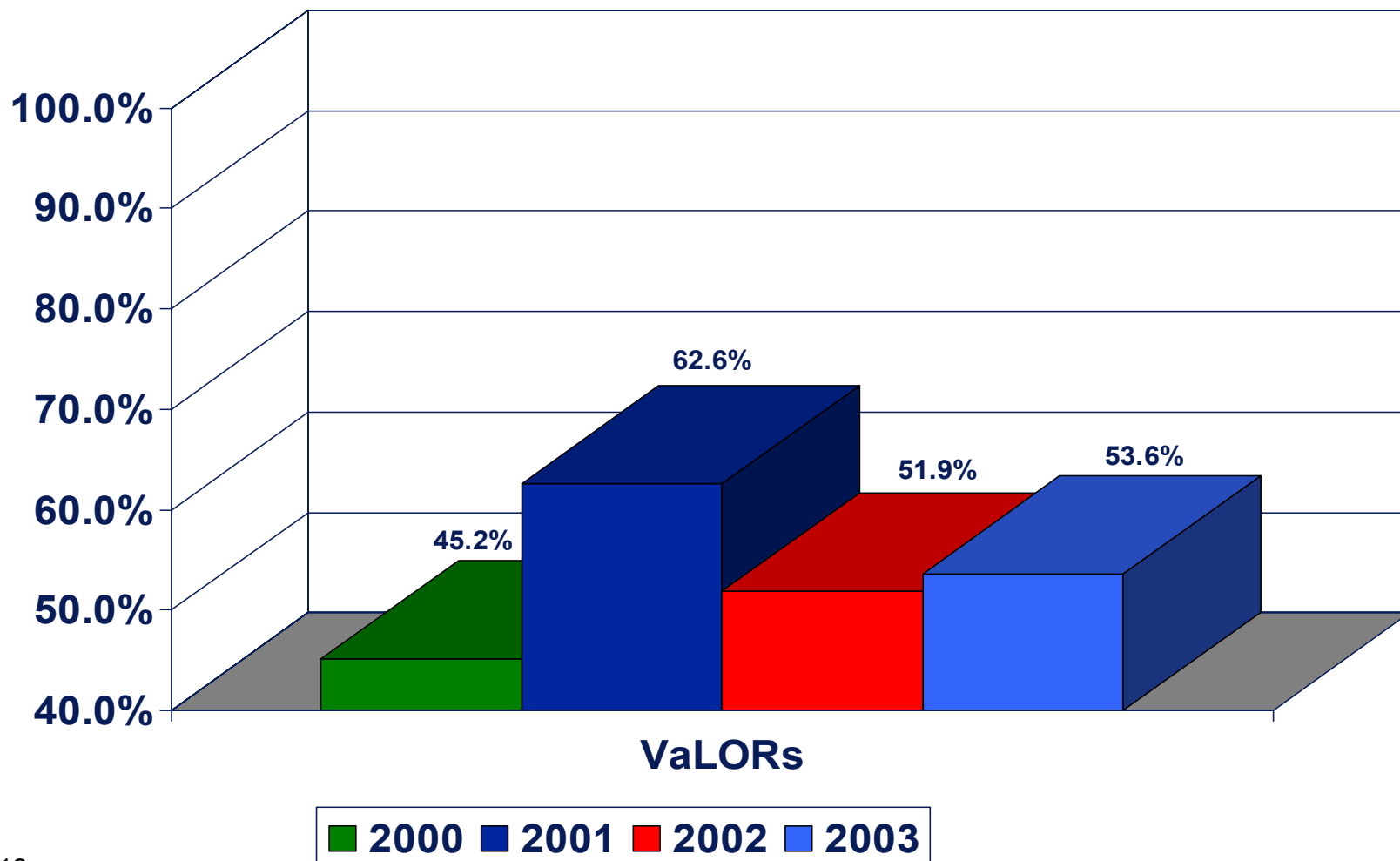


Unfunded Liability





Funded Ratio





- The following agencies have applied for membership in VaLORS:
 - Conservation and Recreation Conservation Officers
 - Correctional Education Teachers
 - Correctional Employees Exposed to Inmates
 - Corrections Internal Investigators
 - Corrections Warden, Assistant Wardens, Field Unit Superintendents and Assistant Field Unit Superintendents
 - Person who served as a Parole Officer prior to October 1, 1999 and Department of Corrections employees required to be regularly in the presence of parolees



- The following agencies have applied for membership in VaLORS (continued):
 - Game and Inland Fisheries Special Game Wardens
 - Game and Inland Fisheries Wildlife Workers, Wildlife Biologists Assistant, Wildlife Biologist, Wildlife Biologist Manager, Wildlife Biologist Assistant Director of Wildlife Operations, Wildlife Biologist Assistant Director of Wildlife Resources, and Wildlife Biologist Director
 - Juvenile Justice Court Service Units
 - Juvenile Justice Juvenile Probation Officers
 - Juvenile Justice Juvenile Probation Supervisors
 - Lottery Investigators



- The following agencies have applied for membership in VaLORS (continued):
 - Mental Health Mental Retardation and Substance Abuse Services Forensic Unit Employees, including Support Staff
 - Mental Health Mental Retardation and Substance Abuse Services Police
 - Military Affairs Firefighters
 - Motor Vehicles Enforcement Officers
 - Parole Board Examiners
 - Transportation Employees required to Construct, Repair, or Maintain Transportation Facilities
 - Virginia National Guard Firefighters
 - Deputy Sheriffs

